

Enough Is Enough

Road Crews Converge on Capitol To Raise Safety Awareness



Workers from around the state somberly pose with the 117 cones on the steps of the state Capitol.

danger zones when motorists don't pay attention.

Nationally, one in five drivers will be in a work-zone crash in the next five years. In Michigan, the number of crashes and injuries are down, but there are still 6,000 crashes and 2,000 injuries each year. Impatience, speeding and driver inattention are the three primary causes of crashes in work zones.

Continued on back cover



At the news conference, Director Greg Rosine said: "Today we show our solidarity for work-zone safety. From the Upper Peninsula to Detroit... we are united for safety. There have been 117 deaths in Michigan work zones. Enough is enough."

It is a story better told in photos than words. It is a story of how one day in October, six caravans of state and local road commission trucks converged in Lansing. It was a gigantic caravan of road construction vehicles circling the Capitol. The goal: to raise awareness of work-zone safety.

Michigan has tough laws for drivers who injure or kill a worker, including prison time. The rally marked the first anniversary of Andy's Law, which provides a maximum of 15 years in prison. Andy Lefko and his mom, Dianne Wasson, attended the news conference. The legislation is named for Andy



Workers from all over the state brought 117 cones to the Capitol steps. Each cone represents a Michigan work-zone death since 1995.

It's something you don't see every day: traffic cones with black bands, black shrouds over blinking amber lights. It's a somber but striking reminder of the 117 people killed in work zones since 1995.

who was just 19 when he was struck by a motorist on I-275 in Metro Detroit and left paralyzed by the crash. This young man was a powerful reminder to everyone that work zones can be



Andy Lefko, injured in a work-zone crash, his mother, Dianne Wasson (left), and his three nurses accompanied him to Lansing for the first anniversary of Andy's Law.

Enough Is Enough

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Employee Suggestions on Front Burner for MDOT

“So now, you wonder, what will happen next? Will management really listen to our ideas? Absolutely!”

I asked all employees to submit ideas on the department's reorganization. I wanted to find out what is going on at all levels, have a frank review, and determine how best to deal with MDOT's reorganization. I asked employees to look at our department and specifically identify things that are unnecessary or unnecessarily complicated, tasks that could be eliminated to reduce duplication of efforts, and things that still need re-engineering.

We only had 180 people take me up on the offer. While the number of respondents is much lower than I had hoped for, there is no question that those 180 people put a lot of effort into their responses. To be honest, I was concerned that we would receive a lot of comments that were really just people venting. I don't mean that as an insult, but people often use opportunities like this to complain about smaller, day-to-day gripes about their work environment.

I was impressed with the thoughtfulness of the suggestions. It speaks well of MDOT as an organization that people took this request seriously because they felt they could make a difference. It's a really good indication of the culture in this organization, as well as the sincerity and dedication of MDOTers.

I appointed a review team that spent a lot of time and effort pouring over the responses, categorizing them, working out priority levels and the levels of difficulty in achieving the suggestions. The team should be commended for their dedication to making sure the

suggestions were given the great deal of attention they deserve. The team members were Wayne Niles (Finance and Administration), Gary Taylor (Highway Technical Services), Susan Mortel (Planning), and Mike Ledyard (DIT).

Now that the team has completed its review and the results have been presented to the Director's Management Team, I have moved the process on to the next step. The DMT has been instructed to review the categories, priority levels and difficulty scoring to determine its accuracy and, quite honestly, to give some of these ideas the kick in the pants they need to get started. Receiving a set of recommendations from employees means a lot. We asked for honest comments, and the employees who responded each deserve an honest response.

So now, you wonder, what will happen next? Will management really listen to our ideas? Absolutely! I asked the review team to look at one other component of the suggestions. I wanted to know which were the low-hanging fruits of this bunch. If something can be accomplished relatively quickly and easily, then we shouldn't delay. I also asked them for those ideas that would take a little more time, and those that would require change over a longer term.

So keep your eyes and ears open. If all goes well, you should start to see some improvements taking place as reorganization and re-engineering kick into high gear here at MDOT. And to those 180 of you who submitted suggestions, I hope you will see one of your ideas take effect sooner rather than later. Either way, remember that we're working on it – and thank you for your commitment to making MDOT the go-to agency of the future. 🚧



Gregory J. Rosine

Rodeo Rounds up Stiff Competition

Midwest Regional Snowplow Rodeo

Drivers went head-to-head at the Midwest Regional Snowplow Rodeo held in Wyoming, Mich., in October. Ten drivers from four of MDOT's seven regions competed for the top prize of a trip to Colorado for the national snowplow rodeo and bragging rights as MDOT's best operators.

MDOT's Grand Champion for 2002 is Jeanne Owsiany-Houdek from the Southwest Region's South Haven Garage. Jeanne scored 1,020 points out of a possible 1,320. Dave Eckert from the Marion Garage in the North Region roped in second place; and the reigning champion from 2001, Ken Dyer from the Williamston Garage in University Region, lassoed third place.

Jeanne placed 12TH overall out of a field of 120 drivers from Michigan, Illinois, Indiana, Ohio and Canada. The MDOT first-place team award was presented by the Michigan Chapter of the American Public Works Association to Jeanne and Tom Peck from the Southwest Region's Hastings Garage. Bob May, Sawyer Garage, was the entrant in the front-end loader competition. He rode the loader to an eighth-place finish.

In preparation for the Midwest Regional Snowplow Rodeo, four MDOT regions hosted their own rodeos earlier in the season, including North, Southwest, University and Superior. The barrel-laden obstacle course is designed to be a demonstration of the skills and expertise of the region snowplow operators. Event organizers in North Region are always quick to point out that friendly competition is part of the mission, too.

In Kalkaska, the event was broadcast live from 6 a.m. until 8 a.m. on northern Michigan's 9&10 News during "Michigan This Morning." News anchor Trish O'Shea even jumped behind the wheel and tried the course. The idea of only a three-inch clearance on either side of the

plow truck was enough to make her a little nervous. She claimed that driving the course "is much harder than it looks."

"Not only is the rodeo a great opportunity for our snowplow operators to enhance their skills, it is also a great way to boost morale," said North Region Engineer Brian Ness. "It allows drivers from the region to spend some time together, and have a little fun, too."

Although the region events are fun and fairly laid back, they are used as a form of training for the drivers. "We had a lot of fun, and accidentally learned a thing or two," North Region Maintenance Superintendent Tom Irvin stated. "We never miss an opportunity to learn." 🚧



MDOT was represented by these 12 drivers at the Regional Snowplow Rodeo and front-end loader competition (left to right): Bob May, Jim Kline, Tom Peck, Dave Eckert, Ken Dyer, Todd Hogeland, Jeanne Owsiany-Houdek, Rick VanOver, Eddie Burton, Ed Martin, Doug Noble and Jan Streeter.



The Kalkaska Garage proudly hosted the 2002 North Region Rodeo.



Channel 9&10 News Anchor Trish O'Shea interviewed MDOT's Tom Irvin for live TV.

New Leaders at MDOT

In times of extensive change, people take over new leadership roles at an astonishing speed. To help MDOT employees keep track of the changes, learn new faces – and new roles for some familiar faces – we asked a number of key people at MDOT to respond to this question:

In My New Position I Plan To. . .



Leon Hank
Chief Administrative Officer

In my new position as chief administrative officer, I plan to focus on four things. First, I'd like to support the initiatives that Greg Rosine, Barb Hayes and Larry Tibbitts have underway until these initiatives are successfully implemented. Second, I plan to work closely with Sharon Catey, Myron Frierson, Rob Abent and Susan Mortel on providing high levels of customer service to all internal business units and outside customers. Third, I plan to work on helping us continue to be a strong, cohesive organization that values lifelong learning and the development of all our employees. Fourth, and most important, I plan to have fun working at one of the best and most productive governmental agencies in the country.



John C. Friend
Engineer of Delivery

In my new position I plan to work with Traffic and Safety, Maintenance, and Construction and Technology staff to continue the MDOT traditions of positive attitude problem-solving, great public service, and on-time program delivery. The early-out retirement will bring new challenges as we continue to operate and deliver our services with a reduced staff level. I am confident that the three areas can work together to overcome any obstacle, solve any problem, and continue to deliver superior transportation services to the public.



Terry Anderson
Engineer of Development

In my new position I plan to continue working hard to serve the public and do my part to develop processes and procedures that contribute to building, maintaining and operating a high-quality, modern transportation system. I also plan to do whatever I can to be a valuable member of the department's management team so that our combined efforts will be focused, coordinated, effective, and productive. I will provide leadership within the department to assure the department's business is handled professionally and with a sense of urgency. Outside of the department, I will join other leaders to address national and local transportation issues,

serve on committees, share, seek and implement best practices. And, what I regard as especially important, is to treat those who work with me with courtesy and respect. I would like my time in this position to result in a department that is looked upon as a quality organization where the employees and the public have a feeling of trust and pride and where we, as MDOT employees, feel good about who we are and what we do.



Susan P. Mortel
Bureau Director
Bureau of Transportation Planning

In my new position I plan to continue to support the tradition of excellence in planning, while looking for ways to implement innovations and process improvements to speed and streamline delivery of the capital program. We face significant challenges in the coming year – we need to focus on the implementation of the new state asset management legislation; play a vigorous role on the national stage during reauthorization of the federal transportation program; and begin implementation of the department's recently approved State Long Range Transportation Plan. We'll continue to foster a productive relationship with the regions as we move into the future. I continue to be very optimistic about our future. Planning has always been a "can-do" organization and I look forward to building upon that culture in the coming months and years.



Myron G. Frierson
Bureau Director
Finance and Administration

In my new position I plan to build upon the success of the past and prepare to face the challenges and opportunities of the future. My vision for the Bureau of Finance and Administration (BFA) is, "The bureau will be a desired partner in the management and delivery of the department's products and services." BFA manages much of the infrastructure of the department and it is critical that we properly provide these core functions for the department to succeed. Our customers expect the highest quality products and services at the lowest possible cost and in the fastest possible time. In BFA, our challenge and opportunity is to balance those demands within existing resources. I am fortunate to work with people within BFA who are striving to make it a flexible, responsive and learning organization. I am confident with our collective skills and talents that BFA will meet the challenges of the future.



Rob Abent
Bureau Director
Multi-Modal Transportation Services

Helping MDOT combine the former Bureau of Aeronautics and the Bureau of Urban and Public Transportation into one bureau representing all state-supported modes of public transportation is the most exciting and challenging opportunity of my public service career. In the few short weeks that I have been with MDOT, I have developed a deep and abiding respect for the scores of dedicated Aeronautics and UPTRAN staff who are joining me in this effort. With their help, and the direction provided by the MDOT Executive Office, we anticipate achieving substantial operating efficiencies while, at the same time, elevating issues related to air, bus, rail passenger, rail freight and marine transportation within the department.



James D. Culp
Engineer of Traffic and Safety/Engineer of Operations Contract Support

I actually have agreed to assume two new positions after the early-out. I am managing Traffic and Safety, following the retirement of John O'Doherty. With 37 percent of the people leaving the division, our challenge is to rebuild our staff to provide traffic and safety engineering support to the TSCs, regions, and Lansing offices. In order to do this, our strategy is to recruit, train and mentor people, plus develop good communication lines.

My other assignment is to manage a new office of Operations Contract Support, consisting of the consultant contracting staff currently in Design, Construction and Technology, Maintenance, and Traffic and Safety. In Operations Contract Support, we will process approximately \$150 million worth of contract services annually for regions and Lansing.

We are currently developing a uniform process for consultant contracting – something that has never been done before at MDOT. In order to accomplish this, we conducted an eight-day TransTip – including all the stakeholders in the process. The formal session to re-engineer the process began Nov. 13. It is going to be a real challenge. I am relying heavily on my new management team of Pat Schafer from Design and Kathy Hulley from C&T to make this effort a success.

I also am meeting with many consultants directly to get feedback on our consultant engineering processes. We also are working with ACEC (American Consultant Engineering Companies), Commission Audit, Attorney General and Finance. For now, we are focused on consultant engineering for the Bureau of Highways, but it is possible our work may lead to important discoveries and applications for other bureaus down the line.

I am greatly encouraged by the attitude of our remaining staff who are ready and willing to tackle the problems we face. Downsizing does not mean we are down! With the right attitude, MDOT can still move mountains, and build and operate roads and bridges.



Roger Safford
Region Engineer, Grand Region

In my new position I plan to do the best I can to help our people do their jobs and enjoy their jobs, too. Sometimes this will mean leading and coaching, and sometimes this will mean just getting out of the way! I plan to spend a lot of time with key Grand Region staff, getting to know them and having them get to know me. I will focus on developing a culture of teamwork and cooperation within the entire MDOT family.



Mark A. Van Port Fleet
Engineer of Design Support Area

These are challenging times at MDOT. We are working on moving development functions out to the region and TSC offices – closer to our customers. A significant announcement was made this summer that the central office road and project development functions would be deployed to the local level. Many of our friends and coworkers will take their excellent skills and talents to these new locations, bolstering the regions' and TSCs' ability to meet our goals. My challenge is to create and foster an environment where the Design Support Area provides superior assistance to region and TSC development folks, encourages honest and candid communications, fosters camaraderie with all, and makes our area a fun place to work.



Bob Sweeney
Executive Secretary
Mackinac Bridge

In my new position, I plan to continue the tradition of excellence that the staff at the Mackinac Bridge Authority has established. Due to the hard work and dedication of the MBA staff, the Mackinac Bridge continues to be Michigan's engineering icon 45 years after its construction.

Now, the challenge is to address the critical needs of this aging structure. Several large-scale construction projects are planned. Keeping traffic flowing smoothly during these projects is important to our operation. Ensuring revenue is sufficient to meet all operational and maintenance expenses is crucial to the continued success of the Mackinac Bridge.



Matt W. DeLong
Administrator,
Real Estate Support Area

In my new position I plan to work closely with the Real Estate and Utility staff in Lansing and the regions on the conversion of the Real Estate Division into the Real Estate Support Area (RESA). With production functions going out to the regions, RESA will focus on quality, training and problem-solving expertise. I look forward to the challenges ahead.

North Region fills potholes, cracks...and bear tracks?

Traveling northern Michigan highways can be a beautiful thing especially when taking in the scenery. But have you ever seen bear tracks in the concrete? I-75 in the North Region has a unique set of tracks forever preserved in Cheboygan County.

The permanent scar is from an encounter with a bear during construction of the original concrete some 40 to 50 years ago. Recent seal patching worn down by motorists proves the bear's collision with the pavement. Scientists and archeologists have yet to determine if MDOT will ever be able to remove the pavement since

they indicate car-bear accidents are possible. Okay, the scientist part is a hoax, but the bear tracks aren't. Check out the photo.

Innovative ideas keep Mt. Pleasant TSC customers happy

Whether traveling US-127 or applying for a permit, customers are No. 1 at the Mt. Pleasant TSC. Jack Hofweber and other staff at the TSC have formed a great partnership with the Office of Emergency Management, providing up-to-date traffic information on a radio channel licensed to broadcast weather, traffic and emergency information. Just tune to 1610 AM while traveling on US-127 near Clare to get the latest details on MDOT projects. The radio channel has been particularly useful in advising motorists about traffic impacts and alternate routes related to the widening project near Clare.

"We have received many positive comments from motorists about the radio channel," said TSC Manager Terry Stepanski. "It has been a very effective tool for communicating accurate, useful information to our customers – exactly when they need it."

The busy Mt. Pleasant TSC, which processes about 100 permits each month, has a new system for quickly helping transport permit customers. They loan out pagers! "We try to process permits as quickly as possible with the average time being about 20 minutes, but sometimes customers would rather drop off the permit information, leave and return when the permit is ready," said Nancy Brackett, TSC secretary. "Letting customers use one of our pagers for those who don't have one – allows us to contact them exactly when it's ready, so no time is wasted waiting."



Permit customers receive beepers at the Mt. Pleasant TSC.

Flowers are a-blooming at Bay Region rest areas

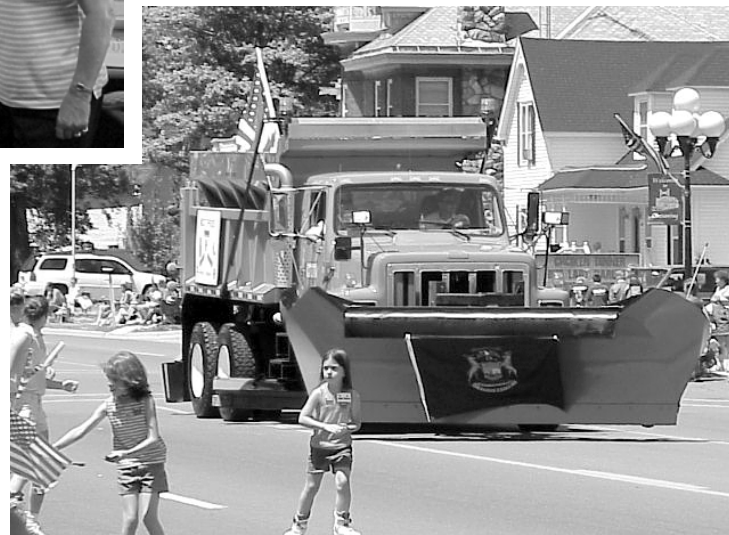
This has been one of the prettiest years on record for Bay Region rest areas. The region has incorporated the expert help of several master gardener organizations to enhance the rest areas along I-75 and US-23 and at the Clare Welcome Center. The plantings were a great success, with annuals and perennials flourishing into beautiful displays. At Clare, the flowers complement the MDOT Employee Memorial for a breathtaking view. "We hope to continue working with master gardeners in the future to make the Clare Welcome Center the 'botanical wonder' of the transportation system," said TSC Manager Terry Stepanski.



Flowers were abundant this summer at the Clare Welcome Center on US-127 – thanks to the efforts of master gardeners in Clare County.

Snowplow takes a stroll down M-57 in Chesaning Parade

Transportation Maintenance Worker Don Sadilek from the Saginaw Special Crews, along with his co-workers from the special crews and the Westside Garage, donated their weekend time and sponsored a 2001 plow truck/salt hopper to represent MDOT for the first time in the Chesaning Showboat Parade this past summer. The spiffy truck was driven by Don. Photos were taken by Special Crews electrician Pat Andres.



Saginaw Special Crews employees take a spin down main street in the Chesaning Showboat Parade.

COURTESY OF PAT ANDRES

UPTRAN Rodeo: A Bucking Success

Sixty bus drivers from 29 transit agencies from around the state saddled up this past summer for the 27TH Annual Small Bus Rodeo in Grand Rapids. Bus wranglers from all over the state rode on to the Crown Plaza Ranch, er...Hotel, on 28TH Street for the annual showdown that featured some of the best transit cowboys and cowgirls in Michigan. A posse of 33 UPTRAN hands traveled to Grand Rapids, led by event coordinator Lisa Lubahn, to organize and judge the competition. Contestants



UPTRAN recruited law enforcement officers to serve as judges at the Small Bus Rodeo held in Grand Rapids.

earned points in three events: 1) vehicle safety inspection 2) a written examination, and 3) skill and precision in maneuvering a small bus through a series of obstacles corralled in the parking lot.

When the dust settled, Len Schmidt, one of the best wranglers from the Capital Area Transit Authority (CATA) lassoed first place in the individual competition. Dave Walters from Clare County roped second place and Pete Farmer from the MARQTRAN stable put a harness on third. The three top finishers will head east in the spring to compete in the National Bus Rodeo in Philadelphia

First place in team competition was rounded up by the MARQTRAN bus bronco drivers: Pete Farmer, Marie King, and John Clement. Roscommon County Transit wranglers Dave Putman, Mark Kaufman and Mark Griffin put their brand on second place, while CATA cowboys Mike Beech, Steve Soliz and Len Schmidt rustled up third place. Deanna Hughes of Gladwin City/County came away with the Rookie of the Year trophy. She took top honors for the highest scoring/first time rodeo contestant. Winners from the state competition received cash prizes donated by the Michigan Public Transportation Association, trophies and a trip to the May, 2003 national competition. Happy trails!

Pumpkin Parades help MDOT prepare for long, cold winter

The staff is raring to go. The trucks are spotless. The hopper is full of salt (or sand) where you may find a pumpkin "person" half-buried. It must be time for the annual Pumpkin Parades – the annual equipment inspection hosted at maintenance facilities across the state.

North Region went the extra mile this year. They even earned a personal thank-you from the host of Michigan This Morning, the Channel 9&10 News show that searches northern Michigan for stories. The news crew showed up at 6 a.m. at the Reed City Garage on Day One of the 2002 Pumpkin Parade and filmed the trucks as they paraded through an inspection line.

To all the crews who scrubbed up the trucks and practiced maneuvers and made sure supplies were ordered – thank you! We will be safer on Michigan highways because of your preparations and training.



Pumpkin Parade reviews of maintenance equipment show that MDOT is ready for Mother Nature. North Region employees were interviewed by Channel 9&10 News to tell their story.

WORTH repeating

Years wrinkle the face, but to give up enthusiasm wrinkles the soul

– Watterson Lowe

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Hats Off to Our Fall Retirees!

Before the last retirees took the leap and left, we longed to learn of legitimate tales – from long ago to latter day – that lent some laughter, lament, life-changing experiences, and lessons learned.

Their original comments added some wonderful new pages to our MDOT scrapbook. See the summer issue of *MDOT Today* for a similar article where previous early-outers shared their most memorable experiences and lessons learned while working at MDOT.

Al Stempki

Bridge Worker and Steeplejack
Mackinac Bridge

As a Mackinac Bridge employee for nearly 30 years, I have had my share of unique and exciting experiences. Since I started working here in 1969, I have seen the bridge and my job there change in many ways. Today we are involved in many different activities compared to my earlier years. While bridge maintenance made up the majority of our work in the early 1970s and '80s, we have grown to include more escorts, driving "timids" across, and giving tours of the bridge.

Over the years, I have had the privilege of meeting many interesting people from all over the country with various backgrounds, ranging from corporate executives and politicians to musicians. And, I have had a lot of memorable experiences

working on the bridge. I remember the night the Edmund Fitzgerald sank. Although the bridge was closed that night due to the high winds, one motorist insisted on crossing the bridge. After his third attempt, we approached his vehicle to talk to him. Just then the wind picked up and blew his hood off, hitting me and knocking me over. Needless to say, the motorist did not get over the bridge that night.

For nearly 25 years, I was responsible for underwater inspection of the bridge's foundations. I can honestly say that I have seen practically every inch of the bridge. Being a diver has given me the opportunity to inspect not only the Mackinac Bridge, but also other bridges across the state.

While I have an encyclopedia of memorable experiences, I also have been witness to some of the bridge's tragedies: from suicide jumpers, a plane striking the bridge, two cars driving over the rails, and the recovery of a fellow worker who fell from the bridge while working.

As I approach retirement, I will look back on my years at the Mackinac Bridge with admiration. I will surely spend my time doing odd jobs around my house which faces the bridge. Although I will not be at the bridge on a daily basis, I can always keep an eye on the Mighty Mac through my kitchen window.

Ann Clery

Communications Project Manager
Office of Communications

It took my breath away. . .and sent chills down my spine. A moment in time I'll never forget.

The sun was shining warmer and more brilliant than I could ever remember as I lifted the heavy iron hatch and watched the waters of the Straits of Mackinac sparkle like diamonds below. I paused to take it all in. . .and to swallow. My heart was in my throat.

I climbed the last few rungs of the ladder and stepped slowly out. . .onto the top of the Mackinac Bridge tower – yes, 552 feet above the dancing water. The stunning view was even more than I had imagined. The bridge deck was busy with traffic. The day was clear, with freighters and sailboats, campers and cars, all moving below, a fraction of their actual size. The bridge engineer for many years, smart and good-natured Jim Ecker, ushered me onto the elevators and up the ladders, reaching the top after a 300-foot ascent. He advised me how to acclimate myself to the top, standing up slowly and looking out, rather than down. My jacket whipped in the wind as it protected me from the blasts typical of that height and those straits. Iron railings around the top assured me of my safety. . .I was so pleased to have the privilege of viewing the world from the top of the most majestic wonder in Michigan. And I am thankful for the opportunities I've had at MDOT to work with fabulous people. Thank you, Jim, and MDOT for the memories.

Mike Ledyard

Manager of Systems Support
Office of Information Management

In 1972 the computer was housed in a huge room on the third floor. We had only three dial-in terminals (teletype machines): Two were here and one was in Ann Arbor. There was no networking, e-mail, group schedulers, online updat-

ing, client/server, etc. Our designers were still using drafting tables and at least one of our accountants still wore a green eye-shade and entered figures by hand onto ledger sheets. Programs were punched on cards and read into the computer. Applications were run using data card decks. For some applications, we were still using Unit Record equipment where operators had to wire boards to sort card decks. It took a full day to find out if you had made any errors. Today we have as much power on each desktop as we had in the entire computer room then. We can run applications, send e-mail, schedule meetings, electronically design roads and bridges, and transfer millions of dollars, etc., from our desktops. Errors we make become immediately known and we have the ability to take down the entire statewide network with a few errant keystrokes. Ain't progress grand?

Tom Barker

Assistant Division Administrator
External Transportation Services Division
Office of Commission Audits

When I started in the Office of Commission Audits in MDOT in 1973, I was just a kid from a large family that lived in a small town (Pewamo). My travel was very limited and I had not seen much of the state. For the next 5 to 10 years or so, I traveled extensively to almost every county in the state, performing audits of county road commissions and municipalities. And, every fall after Labor Day, our entire office would travel to the U.P. to perform all the audits up there over a two-week period. Thereafter, I performed audits from Washington, D.C., to San Francisco, California.

From all this traveling, I sampled the cuisine from many different restaurants throughout the state and country (from pasties and coney islands to steaks and shrimp), played on various tennis courts, lost golf balls at quite a few courses, fished a few lakes, and made many friends and acquaintances within and outside of the department. But, my best day working for MDOT was April 1, 1974. That was the day Rita VanderWeide started working in OCA. Today, she might be working for FIA, but she is now my wife and the mother of our two great children, Brent and Kim.

Roy Holcomb

Technical Assistant, Construction, Brighton TSC

Most memorable experience? Hmm. . . Well, I'll never forget my first construction project in 1969 on I-94 at Greenfield. Not too exciting though. Or maybe it was working under the Siphon Bridge in Manistique on M-94 in 1985. That deck is normally below the water table. No, I guess it had to be replacing the blacktop in 1992 on the Mighty Mac for the first time since it was completed. No, it was interesting, but not the most *memorable*.

Hey, I know. In 1998, we built a year-round outhouse, er, rest area, on the Seney Stretch with a ceremonial "First Flush" by Senator North – it made TV news! It even may have been in 2002, answering phones after the famous micro-surface failure on I-96. Not fun, but I sure will remember it.

Most memorable? I guess I can't come up with anything to call *most* memorable. It's been a great time and I've enjoyed it all! But if you want to hear about a lesson I learned, there was this black bear on M-28 back in 1977. . .

Kip Grimes

Division Administrator
Passenger Transportation Division, UPRAN

My most memorable experience goes way back to 1974. Jim Kellogg, the first deputy director of UPRAN, had just arrived at MDOT to start the new bureau. I was a young engineer in traffic division at the time, looking for a new challenge. I asked Jim if he had any openings and, sure enough, he did and before long my job was to start up the first 12 rural Dial-a-Ride bus systems in the state. I am proud to say that today the department supports 56 rural bus systems operating all over the state transporting passengers every day of the week. And every one of those original 12 bus systems is still operating today. It has been great fun and very rewarding to be a part of a new program and see it develop and mature to be a significant part of the broad range of MDOT transportation programs.

Karen Stotts

Accountant
Passenger Transportation Division, UPRAN

I was working in Finance on my birthday – March 14, 1977 – while a work crew was reconstructing our office. Chuck, one of the DMB crew members, kept watching me and appeared to be very interested. While he was watching me cut my birthday cake, he walked right into a stack of modular wall panels, knocking them all over! I began laughing so eventually he admitted that I had busted him. . .then he went over and asked the secretary to introduce us.

The rest is (very nice) history. We were married eight years later – and have been for 16 years and counting! Because he asked me out on my 30TH birthday, he doesn't have to remember when we first met. . .unless he also forgets my birthday!

Kerian Clark

Civil Technician Supervisor, Design

I remember my mother showing me an ad in the *Lansing State Journal* in the summer of 1960. The Michigan State Highway Department was looking for people to send to LCC to train as technicians. I began work as a Student Highway Technician B in 1960. After graduation from LCC in 1963, I began full-time work in Bridge Design. Later I was asked to help out another bridge unit with one of the department's largest projects: the M-85 (Fort Street) bridge over the Rouge River in Detroit. That structure is now part of I-75. I will always have good memories of my years with MDOT and I will miss the many friends I have made over the years.

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Hats Off to Our Fall Retirees!

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Michael “Good Roads” Erwine

**Human Resources Developer
Construction & Technology**

For me the most memorable experience at MDOT has been the opportunity to facilitate learning, first as a TQ facilitator, and later for the Seven Habits program. Given my classification level at the time, no other State of Michigan department would have given me these opportunities. MDOT, however, allowed me the chance to grow and contribute. A number of people helped me greatly during that time. Hey, there’s a lesson that can be learned here, too. If you want to try something new here, just keep working at it. It may not always be easy, there may be some bumps in the road, but there are people at MDOT who will help you. So long, everybody.

Rose Marie Garrett

Office Manager, Central Maintenance

The event that impacted me most during my career with MDOT is the 1980 work-zone accident which claimed the life of a Maintenance employee and seriously injured another from the Grand Ledge garage. The crew was making repairs on I-96 when a semi-trailer driver fell asleep and crashed into the work zone. The mood in the office became very somber as the news about the severity of the accident spread. Although there have been other tragic accidents since that time, now there are campaigns to educate the public and help protect our work crews.

Jim Satchel

Regional Litigation Manager, Metro Region

My most memorable experience during my 26 years with MDOT was serving as the team leader responsible for the creation of the nation’s first regional certification application for Disadvantaged Minority/Women Business Enterprise for FHWA Region 5. The certification was responsible for MBE/WBEs receiving more than \$1.9 billion in a three-year period in construction and contract opportunities in the six Great Lakes states. I also developed the first citizen computerized complaint tracking system that features roadway/bridge incident locations on state trunklines. This system is one of the many factors used for selection of future roadway projects in Metro Region. And lastly, upgrading the train signalization system and developing a track diagram for the Detroit Zoological

Park and the first train/track design for Henry Ford’s Greenfield Village in Dearborn was a tremendous challenge and a satisfying legacy to leave to southeast Michigan tourism.

Debbie Ledel

Construction Technician, Macomb TSC

Working for a huge bureaucracy, I didn’t expect that MDOT could be responsive and compassionate to its employees, but they are. I learned how dedicated most of the people who work at MDOT are, and how well they protect the interests of the people of Michigan. I made many friends and I will miss them very much.

Jim Jersey

**Bureau Automation Manager
Information Technology**

I was first hired by the Highway Department in 1960. We were just completing I-94 near Chelsea – the first completed Interstate. I was at the ribbon-cutting on Dec. 12, 1960.

In the late seventies I left MDOT for a try at the private sector. I was fortunate to be able to return to MDOT in 1984. My second career with MDOT paralleled my first. The difference was that now we were building an Information Technology infrastructure. Instead of concrete, asphalt and steel, it was hard drives, monitors and networks. From about 1988 to 1995 I had the best job in the world. I was given a car and a mandate to expand IT into the districts. I traveled all over the state, meeting lots of great people, and, I like to think, making a difference. As MDOT grew more and more dependent on IT, it became obvious that each district was going to need its own onsite support. Over time and working with district management, we managed to identify from within – or recruit – the people needed to provide that support. I guess I worked myself out of the greatest job in the world.

The most valuable thing I learned while working for MDOT was this: Concrete, asphalt and steel have no idea what they are. It is the people that transform them into bridges and highways. Likewise, a computer is nothing but a dumb box. It is the people that convert it into a useful tool. The number one asset of the department is its people. If you take care of the people, the rest will take care of itself.

Kirk A. Branson Sr. (a.k.a. “Bob”)

TSC Manager, Jackson TSC

My most memorable experience is how leadership set the tone for me, early in my career, by effectively showing concern and compassion for this department. (Hey, I was only 18 and easily impressed!)

After 33 years of service to MDOT, it gives one pause to reflect as to who one was compared to who one has *become*. You wonder: Did you do it on your own, was it the training or classes you took, was it the words

of encouragement along the way, was it that big misunderstanding between you and your supervisor, was it a family member, loving spouse, or a dear friend who never let you forget what your purpose was?! Upon reflection, it was all of that and more! So I would like to say thank you to everyone who has had a part in making me the person I am this day.

Bonnie Towslee

Real Estate Agent, Bay Region

In trying to identify my most memorable experience at MDOT, I started reflecting on my 35-year career, and it made me chuckle. The memories are just too numerous to recount, but they all surround people. I have been extremely fortunate in my career at MDOT. I’ve been able to work hard and laugh hard.

Throughout my career, I’ve worked in the Lansing office; Jackson District; Cadillac District; and ended up in the Bay Region. Every place I’ve been has been filled with new experiences; meeting new people; making new friends, and always taking time to laugh along the way. Leaving each time was always difficult and the challenges were oftentimes met with lots of trepidation and reluctance, but everywhere I went, the people were terrific.

When I felt I was in over my head, it was always the people who helped me. There were times it seemed we accomplished the impossible, but, for the most part, it was done with a smile and a little laughter.

So the *people* are my most memorable experience, and that’s what I will miss most. I hope all of you who I’ve come in contact with over the years will remember me kindly as well with a smile and maybe a little laughter, too.

Pauline Washington

Heavy Equipment Mechanic, Maintenance

I was the first – and only – female heavy equipment mechanic hired by the State of Michigan. So when I started at A&E Garage in Lansing, I was the only woman working in the back. I worked with about 10 men then and there wasn’t even a woman’s bathroom there. They said they wouldn’t put one in because there was one in the front office. I had grease all over me from working, so I didn’t want to use the front bathroom. So I finally started using the men’s room in the back. Less than six months later, they were tearing the walls down one day and I asked them what they were doing. They said, “Building a women’s bathroom.” Apparently the guys had been complaining about sharing the men’s room. Less than a year later, they hired a second woman (a parts runner) so two of us shared the bathroom then. She left about a year later, but I worked

there for seven years before I transferred to Coloma. Again I was the first woman hired to work maintenance in Coloma so they built me a bathroom there, too.

The repeated message from the men was that “a woman’s place is in the home.” So one day I told them I was going home that night to pack up myself and my four kids and we were all moving in with them! After that, they didn’t tell me about a woman’s place anymore.

The men also said a woman couldn’t do the job, but I guess I did okay since I’ve been doing the same job for 24 years.

Tim Biehl

Project Manager, Aeronautics

When I think about memorable experiences during my years at MDOT, so many things come to mind – especially a lot of the things we don’t do anymore.

First, the MDOT Highway Queen (later called Transpo Queen) candidates come to mind. Then there were the office picnics and Christmas parties we used to have. Today’s younger MDOTers can’t believe what used to go on – things that we can’t do anymore. In those days, when things started getting bad, we used to get together after work for a steak fry two or three times a year at Walt Keyes’ farm in Bath. Walt, now deceased, used to work in what is now known as project development. It was surprising how much work could be conducted over some barbecued steak and a game of horseshoes. There used to be about 40 people there. It was amazing because we had people from all over MDOT – even the boss showed up. . .if only to shake hands and say hi. It was pretty neat; it seemed to bring out the human side of everyone.

I think that once the retiring MDOTers have a few quiet moments, they’re going to miss the place, but they don’t realize it right now.

Barb Shaver

Executive Secretary, Planning

In 1975, I was chosen as the “1976 Miss Transpo Queen” by the department employees at our annual picnic. Unfortunately, the picnic was rained out, but my reign as queen lasted for a year. As queen, I had the honor of representing MDOT,

attending special activities and traveling to many parts of the state. I had the pleasure of cutting ribbons for the opening of new highways, bridges and rest areas accompanied by the director, commissioners and many other top officials. It was a great honor and privilege to be Miss Transpo Queen. 🌟

For a complete list of fall retirees see pages 12 -14.

Hats Off to Our Fall Retirees!

September 2002

Joseph Badgley, Testing, University Region, 36 years

David Bell, Transportation Planning, Lansing, 33 years

Douglas Bowman, Maintenance, Lansing, 25 years

A.R. Briere, Region Traffic & Safety, Southwest Region, 37 years

Patrick Costigan, Reflective Systems Design, Traffic & Safety, Lansing, 31 years

Diane Davis, Quality & Reengineering, Lansing, 24 years

Gayle Davis, Blue Water Bridge Administration, Port Huron TSC, Metro Region, 20 years

James Degrand, Service Photogrammetry, Design, Lansing, 35 years

Peter Devlin, Contract Administration, Design, Lansing, 29 years

William Franklin, Web Services, DIT, Lansing, 34 years

Coolidge Fraser, St. Ignace, Newberry TSC, Superior Region, 25 years

Earl Giles, Field Services, Equal Opportunity, Lansing, 33 years

Charles Holbird, Construction, Taylor TSC, Metro Region, 28 years

Laverne Lass, Testing & Research, C&T, Lansing, 25 years

Donald Mercer, Technical Services Traffic Systems, Traffic & Safety, Lansing, 36 years

James Neitling, Construction, Grayling TSC, North Region, 33 years

Ronald Pelc, Construction, Port Huron TSC, Metro Region, 37 years

Larry Perry, Blue Water Bridge Administration, Port Huron TSC, Metro Region, 28 years

Frederick Sewell, Real Estate, Metro Region, 31 years

Ray Stewart, Construction, Taylor TSC, Metro Region, 29 years

Carlos Trevino, A&E Administration, Highway Operations, Lansing, 28 years

John Windemuth, Construction, Metro Region, 35 years

October 2002

Carlos Abrigo, Engineering Print, Technological Services, Lansing, 27 years

Gale Baas, Cadillac Special Crews, North Region, 31 years

Carl Bartig, Mio Garage, Alpena TSC, North Region, 29 years

Timothy Biehl, Programs, Airports Division, Aeronautics, Lansing, 33 years

Ronald Boyer, Reed City Garage, Cadillac TSC, North Region, 35 years

Jong Cha, Buildings & Facilities, Technological Services, Lansing, 28 years

Kerian Clark, Design, Lansing, 40 years

Pamela Dean, Project Planning, Transportation Planning, Lansing, 22 years

Ralph Debarr, Cadillac Specialty Crews, North Region, 28 years

Linda Dorr, Administration, Southwest Region, 34 years

Thomas Drake, Traffic & Safety, Grand Rapids TSC, Grand Region, 27 years

Michael Drummond, Real Estate, Metro Region, 36 years

James Ecker, Administration, Mackinac Bridge, 26 years

Ronnie Garrison, Road Design, Lansing, 32 years

William Glynn, Hastings Garage, Marshall TSC, Southwest Region, 30 years

Lanny Gott, Construction, Traverse City TSC, North Region, 16 years

Randy Hill, Maintenance, Crystal Falls TSC, Superior Region, 32 years

Ronald Holcom, Testing & Research, C&T, Lansing, 36 years

Ronald Huebshman, Bridge Product #1, Design, Lansing, 33 years

Leon Hummel, A&E Garage, University Region, 33 years

Douglas Hunt, Specialty Crews, North Region, 33 years

Kelly Jones, Administration, University Region, 33 years

John Lay, Testing & Research, C&T, Lansing, 26 years

Kathleen Lilley, Contractor Payments, Financial Services, Lansing, 26 years

Michael Livingston, Traffic & Safety, Lansing TSC, University Region, 27 years

Larry Lockhart, Cadillac Specialty Crews, North Region, 33 years

David Long, Testing & Research, C&T, Lansing, 28 years

Phillip Lynwood, Construction Administration, C&T, Lansing, 34 years

Mary McClain, Accident & Traffic Data, Traffic & Safety, Lansing, 31 years

Michael Mullikin, Construction, Jackson TSC, University Region, 36 years

John Munn, Survey, Design, North Region, 41 years

Alberto Pacheco, Hastings Garage, Marshall TSC, Southwest Region, 27 years

Pamela Pacyna, Utilities/Permits, University Region, 34 years

Jeffery Potter, Grand Ledge Garage, Lansing TSC, University Region, 35 years

Thomas Price, Hastings Garage, Marshall TSC, Southwest Region, 24 years

Robert Randolph, Specialty Crews, University Region, 16 years

Thomas Simons, Maintenance, Lansing, 29 years

Harold Svacha, Bridge Consultant, Design, Lansing, 36 years

Dale Timm, Atlanta Garage, Alpena TSC, North Region, 32 years

Joseph Trimmer, Design, DIT, Lansing, 32 years

Roger Wickerham, Projects & Receipts, Financial Operations Division, Lansing, 29 years

November 2002

William Abbe, Mio Garage, Alpena TSC, North Region, 36 years

Harold Abbott, Traffic & Safety, Macomb TSC, Metro Region, 38 years

Carl Abila, East Garage, Bay City TSC, Bay Region, 25 years

John Aerts, Construction, University Region, 44 years

Joseph Allen, Construction, Cass City TSC, Bay Region, 29 years

Imtiaz Ansari, Safety Evaluation & Analysis, Traffic & Safety, Lansing, 27 years

Arthur Ashley, Design, Lansing, 33 years

Daniel Baier, Mackinac Bridge Maintenance, St. Ignace, 24 years

Nancy Ballard, Transportation Planning Services, Transportation Planning, Lansing, 30 years

Joseph Bard, Transportation Planning Services Data Field Operations, Transportation Planning, Lansing, 26 years

Thomas Barker, External Transportation Services Division, Commission Audits, Lansing, 29 years

Maryann Barrett, Administration, Airports Division, Aeronautics, Lansing, 26 years

Leonard Bashaw, Design, Lansing, 33 years

Duane Baxter, Construction, Ishpeming TSC, Superior Region, 35 years

David Bennett, Construction, Marshall TSC, Southwest Region, 36 years

James Biergans, Bridge/Operations Geotechnical, C&T, Lansing, 40 years

Susan Bischoff, Database Support, DIT, Lansing, 33 years

Richard Blaesing, Specialty Crews, University Region, 16 years

Mary Blair, Administration, Real Estate, Lansing, 38 years

Richard Blood, Road Design, Lansing, 31 years

Joseph Boladian, Bridge Operations, C&T, Lansing, 23 years

X. Boose, Bridge Crew, Bay Region, 33 years

Terry Bopp, Construction, Brighton TSC, University Region, 34 years

Kirk Branson, Administration, Jackson TSC, University Region, 32 years

Jack Briggs, Construction, Taylor TSC, Metro Region, 38 years

Thomas Broadbent, Geometric Engineer Analyst, Traffic & Safety, Lansing, 22 years

Cheryl Brown, Administration Support, Design, Lansing, 32 years

Ronald Brown, St. Ignace Garage, Newberry TSC, Superior Region, 25 years

James Brush, Transportation Planning Services Travel Impact & Intermodal, Transportation Planning, Lansing, 32 years

Lawrence Bunker, Traffic & Safety, Jackson TSC, University Region, 34 years

Phyllis Burghy, Real Estate, Bay Region, 28 years

Joseph Campbell, Warehouse, Financial Operations Division, Lansing, 29 years

Marge Candey, West Garage, Bay City TSC, Bay Region, 25 years

Frederick Carian, Bituminous Construction, C&T, Lansing, 31 years

Mary Carl, Administration, University Region, Lansing, 16 years

Howard Carpenter, Specialty Crews, North Region, 35 years

James Carroll, Statewide Transportation Strategic Systems, Transportation Planning, DIT, Lansing, 32 years

Donald Caulkins, Construction, Grayling TSC, North Region, 28 years

Jeffrey Chapman, Road Design, Lansing, 33 years

Steven Chernoby, Construction, Grand Rapids TSC, Grand Region, 29 years

Wan Chien, Administration, Transportation Planning, DIT, Lansing, 24 years

Robert Chockley, Construction, Cass City TSC, Bay Region, 34 years

Maynard Christensen, Transportation Planning Services Administration, Transportation Planning, Lansing, 37 years

Ann Clery, Communications, Lansing, 25 years

Rodney Collins, Construction Administration, C&T, Lansing, 29 years

Gary Cook, Transportation Systems, Highway Operations, Lansing, 25 years

Peter Coscarelli, Transportation Planning Services Monitoring, Transportation Planning, Lansing, 30 years

Jane Courington, Administration, Traffic & Safety, Lansing, 25 years

Anna Covington, Utilities/Permits, Detroit TSC, Metro Region, 31 years

Mary Crowl, Construction, Lansing TSC, University Region, 28 years

Gary Czuba, Maintenance Administration, Bay Region, 26 years

Teresa Darden, Administration, Equal Opportunity, Lansing, 30 years

Thomas Davies, Administration, University Region, 31 years

Alex Decess, Design, Lansing, 28 years

Joan Delau, Project Planning Environmental, Transportation Planning, Lansing, 33 years

Mary Derby, Programs, Airports Division, Aeronautics, 27 years

Dan DeYonke, Finance & Administration, Lansing, 31 years

Charles Dingman, A&E, Bay Region, 35 years

Roger Donley, Maintenance, Lansing, 32 years

Larry Douglas, Construction, Oakland TSC, Metro Region, 41 years

Janet Dunckel, Administration, Traffic & Safety, Lansing, 35 years

Brian Dyer, Construction, Mt. Pleasant TSC, Bay Region, 36 years

Steven J. Earl, Administration, Grand Region, 26 years

Janice Edelberg, Coloma Garage, Coloma TSC, Southwest Region, 24 years

Terrence Eldred, Statewide Transportation Planning Statewide Planning, Transportation Planning, Lansing, 30 years

Mark Ellis, Bridge Support, Maintenance, Lansing, 25 years

Diane Elsnor, Construction, Brighton TSC, University Region, 27 years

Judy Erickson, Warehouse, Financial Operations Division, Lansing, 35 years

Virgil Erickson, Specialty Crews, University Region, 35 years

Michael Erwine, Construction Administration, C&T, Lansing, 26 years

Ann Face, Real Estate, Lansing, 30 years

Renee Farnum, Statewide Transportation Planning Statewide Planning, Transportation Planning, Lansing, 28 years

Ronald Fedewa, Technical Service/Radio Communications, DIT, Lansing, 34 years

Luane Feldpausch, Quality & Reengineering, Lansing, 30 years

Richard Phaner, Maintenance, Lansing, 33 years

Charles Ford, Administration, Equal Opportunity, Lansing, 27 years

Keith Ford, Administration, Grand Region, 23 years

Mike Frankhouse, Bituminous Construction, C&T, Lansing, 28 years

Alan Friend, Statewide Transportation Planning Administration, Transportation Planning, Lansing, 34 years

Gloria Fulsher, Specialty Crews, Bay Region, 25 years

Larry Galehouse, Administration, C&T, Lansing, 21 years

Penny Gamet, Air Transport, Aviation Services Division, Aeronautics, Lansing, 31 years

Joseph Garnecky, Design, University Region, 30 years

Robert Garnecky, Construction, Lansing TSC, University Region, 27 years

Rose Garrett, Administration, Maintenance, Lansing, 21 years

William Gehman, Aeronautics Administration, Lansing, 27 years

Ronald Gertz, Design Survey, Southwest Region, 16 years

Joanne Gierman, Statewide Transportation Planning Strategic Systems, Transportation Planning, DIT, Lansing, 23 years

Robert Gillem, Construction, Detroit TSC, Metro Region, 34 years

Peter Glowney, Statewide Transportation Planning Strategic Systems, Transportation Planning, DIT, Lansing, 26 years

Thomas Gonzalez, Administration, Financial Services Division, Lansing, 21 years

Darlene Goudreau, Mackinac Bridge Operations, St. Ignace, 12 years

Ann Greenfield, Administration, C&T, Lansing, 25 years

Nancy Guill, Statewide Transportation Planning Administration, Transportation Planning, Lansing, 24 years

Paul Gustafson, Mackinac Bridge Operations, St. Ignace, 23 years

John Gustina, Utilities/Permits, Lansing TSC, University Region, 24 years

Susan Hagerman, Administration, Real Estate, Lansing, 25 years

Barry Hall, A&E, Grand Region, 25 years

Ronald Hammond, Maintenance, Davison TSC, Bay Region, 30 years

Raymond Handloser, Tecumseh Field Office, Jackson TSC, University Region, 30 years

Naomi Harvey, Field Services, Equal Opportunity, Lansing, 30 years

Patricia Hatfield, Administration, Financial Operations Division, DIT, Lansing, 19 years

Loid Hawkins, Testing & Research, C&T, Lansing, 46 years

Kenneth Hincka, Construction, Oakland TSC, Metro Region, 31 years

Connie Hadley, External Highway Services, Commission Audits, Lansing, 32 years

Susan Hohl, Project Planning Administration, Transportation Planning, Lansing, 31 years

Roy Holcomb, Construction, Brighton TSC, University Region, 33 years

Dwight Hornbeck, Construction, University Region, 34 years

Barbara Houghtaling, Executive, Lansing, 23 years

Oliver House, Administration, Airports Division, Aeronautics, 29 years

John Houston, Design, DIT, Lansing, 35 years

Fred Hunt, Signals Design, Traffic & Safety, Lansing, 28 years

Thomas Janecke, Maintenance, Lansing, 36 years

Vernon Jarvi, Signals Design, Traffic & Safety, Lansing, 34 years

Frank Jenei, Specialty Crews, Bay Region, 36 years

John Jennings, Transportation Planning Travel Impact/Intermodal, Transportation Planning, Lansing, 26 years

James Jersey, Administrative Services, Highway Operations, Lansing, 35 years

Kenneth Johnson, Rural Engineering, Design Services, Lansing, 25 years

Walter Johnson, Design, Davison TSC, Bay Region, 33 years

Wilhelmina Johnson, Design, Metro Region, 37 years

Robert Jurkovich, Construction, Ishpeming TSC, Superior Region, 34 years

Tirlok Kakar, Statewide Transportation Planning Statewide Systems Management, Transportation Planning, Lansing, 33 years

Philip Kazmierski, Administration, UPTRAN, Lansing, 31 years

Joe Keilen, Signals Design, Traffic & Safety, Lansing, 32 years

Michael Keilen, System Support, DIT, Lansing, 30 years

Indulis Kepitis, Signals, Maintenance, Lansing, 30 years

Joyann Kime, Administration, Real Estate, Lansing, 32 years

Carol King, Statewide Transportation Planning Strategic Systems, Transportation Planning, DIT, Lansing, 35 years

Ronald S. Kinney, Environmental, Project Planning, Transportation Planning, Lansing, 32 years

Ronald W. Kinney, Technical & Regulatory, Passenger Transportation, UPTRAN, Lansing, 9 years

Donald Kipp, Maintenance, Mt. Pleasant TSC, Bay Region, 36 years

David Kiter, Transportation Planning Services Travel Impact/Intermodal, Transportation Planning, Lansing, 30 years

Peter Kliejunas, Project Planning Environmental Analysis, Transportation Planning, Lansing, 28 years

Gary Koepke, Design Survey, Superior Region, 31 years

Steven Kost, Communications, Lansing, 29 years

Ronald Krauss, Rural Engineering, Design Service, Lansing, 28 years

Gregory Krock, External Highway Services, Commission Audits, Lansing, 32 years

Kurt Kunde, Safety Evaluation & Analysis, Traffic & Safety, Lansing, 34 years

Ken Lambert, Testing, Superior Region, 31 years

Louis Lambert, Administration, Transportation Planning, Lansing, 32 years

Michael Largo, Service Bridge Engineer, Design, Lansing, 31 years

Russell Laverly, Transportation Services, Passenger Transportation, UPTRAN, Lansing, 27 years

John Lavoy, Construction Administration, C&T, Lansing, 30 years

Larry Leatherwood, Finance & Administration, Lansing, 29 years

Deborah Ledel, Construction, Macomb TSC, Metro Region, 21 years

Michael Ledyard, Administration, DIT, Lansing, 29 years

Donald Legault, East Garage, Bay City TSC, Bay Region, 24 years

Kenneth Litzner, St. Ignace Garage, Newberry TSC, Superior Region, 33 years

John Lonkskey, Utilities/Permits, University Region, 32 years

Jose Lopez, Project Planning Environmental Analysis, Transportation Planning, Lansing, 23 years

Henry Lotoszinski, Administration, Mackinac Bridge, St. Ignace, 34 years

Mary Lyle, Technical Support, Design, Lansing, 29 years

C. Thomas Maki, Executive, Lansing, 30 years

James Marshall, Field Services, Equal Opportunity, Lansing, 42 years

Carolyn Masseur, Construction, Lansing TSC, University Region, 27 years

Clayton Massey, West Garage, Bay City TSC, Bay Region, 24 years

Raymond Massey, St. Ignace Garage, Newberry TSC, Superior Region, 16 years

Michael Mayer, Construction, Taylor TSC, Metro Region, 36 years

Cheryl McCann, Administration, Transportation Planning, Lansing, 26 years

Karen McDonald, Signals Analysis, Traffic & Safety, Lansing, 31 years

Alfred McKenzie, Sign Shop, Bay Region, 27 years

Gloria Medina, Administration, Bay Region, 25 years

John Meyer, Specialty Crews, Bay Region, 33 years

James Miller, Construction, Howard City TSC, Grand Region, 28 years

William Miller, Construction Administration, Bay Region, 33 years

Larry Mills, Marshall Garage, Marshall TSC, Southwest Region, 28 years

Steven Moore, Design, Lansing, 32 years

Louise Morningstar, Tolls, International Bridge, Sault St. Marie, 20 years

William Morningstar, Construction, Grand Rapids TSC, Grand Region, 33 years

Michael Mueller, Testing, Bay Region, 31 years
Donna Murphy, Adrian Garage, Jackson TSC, University Region, 25 years
Donald Murray, Administration, Financial Operations Division, DIT, Lansing, 36 years
Thomas Myers, Administration, Traffic & Safety, Lansing, 32 years
Ronald Neideffer, Maintenance, Lansing, 29 years
Delores Nelson, Personnel Services, OHR, Lansing, 29 years
Richard Nelson, Charlotte Garage, Lansing TSC, University Region, 28 years
Venesta Newsome, C&T, Lansing, 9 years
Wayne Niles, Finance & Administration, Lansing, 30 years
Joina Norris, Administration, Real Estate, Lansing, 35 years
Kenneth O’Berry, Traffic Safety Accident & Traffic Data, Traffic & Safety, Lansing, 34 years
Michael O’Connell, Plainwell Garage, Kalamazoo TSC, Southwest Region, 33 years
John O’Doherty, Administration, Traffic & Safety, Lansing, 25 years
Willie Ogletree, Construction, Detroit TSC, Metro Region, 27 years
Darnell Oldham, Freight/Rail Safety Section, UPTRAN, Lansing, 22 years
Peter Olila, Policy, Transportation Planning, Lansing, 31 years
Richard Ostrowski, Testing, Metro Region, 34 years
George Oxendale, Technical, Real Estate, Lansing, 39 years
Don Parker, Bituminous Construction, C&T, Lansing, 34 years
John Parker, Construction, Oakland TSC, Metro Region, 34 years
James Parr, Maintenance, International Bridge, Sault Ste. Marie, 28 years
Dennis Parshall, Project Planning Environmental, Transportation Planning, Lansing, 27 years
Olga Perez, Personnel Services, OHR, Lansing, 23 years
Gloria Phillips, Statewide Transportation Planning, Transportation Planning, Lansing, 24 years
Thomas Pickens, Project Planning, Transportation Planning, Lansing, 36 years
William Posak, Construction, Port Huron TSC, Metro Region, 29 years
Michael Priesman, Construction, Lansing TSC, University Region, 30 years
Janet Primeau, Administration, DIT, Lansing, 24 years
Bonnie Purcell, Real Estate, Grand Region, 22 years
Michael Raffaelli, Design Survey, Superior Region, 29 years
Daniel Rahilly, Maintenance Administration, Southwest Region, 40 years
Kunwar Rajendra, Policy, Transportation Planning, Lansing, 14 years
Ralph Ramsdill, Design, Kalamazoo TSC, Southwest Region, 33 years
Thomas Rathbun, Administration, Traffic & Safety, Lansing, 35 years
J. Philip Reid, Administration, Coloma TSC, Southwest Region, 26 years
Alton Rhodes, Construction, Cadillac TSC, North Region, 32 years
Brenda Richardson, Administration, UPTRAN, Lansing, 32 years
Donald Riel, Administration, UPTRAN, Lansing, 27 years

Michael Roath, Road Design, Lansing, 32 years

Johnny Rodela, Adrian Garage, Jackson TSC, University Region, 28 years
Jane Roe, Transportation Services, Passenger Transportation, UPTRAN, Lansing, 36 years
Mara Rozentals, P&R Pavement, Maintenance, Lansing, 34 years
Gary Rozycki, Testing, Metro Region, 27 years
John Saller, Region Traffic & Safety, Bay Region, 38 years
William Sanford, Transportation Planning Services Travel Impact/Intermodal, Transportation Planning, Lansing, 27 years
James Satchel, Administration, Metro Region, 26 years
Ernest Savas, Administration, Metro Region, 38 years
Kenneth Schaschl, Safety & Service, Airports Division, Aeronautics, Lansing, 12 years
Larry Schlehuber, Maintenance Administration, Superior Region, 24 years
Michael Scott, Marshall Garage, Marshall TSC, Southwest Region, 29 years
William Semrau, Reflecting System Design, Traffic & Safety, Lansing, 33 years
Dorland Seppala, Maintenance, International Bridge, Sault Ste. Marie, 25 years
Barbara Shaver, Transportation Planning Services Administration, Transportation Planning, Lansing, 28 years
Lawrence Shaw, Statewide Transportation Planning Strategic Systems, Transportation Planning, Lansing, 39 years
Phillip Shaw, Specialty Crews, University Region, 27 years
Wayne Shugars, Jones Garage, Kalamazoo TSC, Southwest Region, 16 years
Thomas Shultz, Tecumseh Field Office, Jackson TSC, University Region, 36 years
David Smiley, Testing & Research, C&T, Lansing, 29 years
Ellen Smith, Attorney General, Lansing, 25 years
Oliver St. Onge, South Haven Garage, Coloma TSC, Southwest Region, 24 years
Lawrence Stefanski, Construction, Macomb TSC, Metro Region, 28 years
Allen Stempki, Mackinac Bridge Maintenance, St. Ignace, 29 years
Herald Stewart, Construction, Cadillac TSC, North Region, 32 years
Willis Stewart, Testing, Metro Region, 33 years
Michael Still, Construction, Taylor TSC, Metro Region, 36 years
Judith Stone, Administration, Financial Operations Division, Lansing, 33 years
Karen Stotts, Program Administration, Passenger Transportation, UPTRAN, Lansing, 32 years
Gary Swanson, Construction, Cadillac TSC, North Region, 28 years
William Swartz, Highway Negligence, Attorney General, Lansing, 21 years
Rae Tamlyn, Mackinac Bridge Operations, St. Ignace, 25 years
Gary D. Taylor, Executive, Highway Technical Services, Lansing, 30 years
Gary L. Taylor, Statewide Transportation Planning Strategic Systems, Transportation Planning, DIT, Lansing, 31 years
Michael Taylor, Mio Garage, Alpena TSC, North Region, 24 years
Terry Taylor, Construction Administration, Southwest Region, 9 years
Diane Tess, Programs, Airports Division, Aeronautics, Lansing, 33 years
David Tetreault, Pumphouse, Maintenance, Lansing, 33 years
Diane Thurner, Administration, Taylor TSC, Metro Region, 25 years

Stephen Todd, Construction, Cass City TSC, Bay Region, 36 years
Bonna Towslee, Real Estate, Bay Region, 35 years
Linda Tuttle, Transportation Services, Passenger Transportation, UPTRAN, Lansing, 25 years
Joseph Valente, Transportation Services, Passenger Transportation, UPTRAN, Lansing, 26 years
Kenneth Vanderheide, Construction, Grand Rapids TSC, Grand Region, 19 years
Ralph VanLoton, Warehouse, Financial Operations Division, Lansing, 26 years
Guy Verduyn, Construction, Macomb TSC, Metro Region, 29 years
Charles Versteeg, West Garage, Bay City TSC, Bay Region, 23 years
Albert Vincze, Construction, Oakland TSC, Metro Region, 41 years
Sammy Wallace, Service Bridge Engineer, Design, Lansing, 26 years
Larry Walls, Administration, International Bridge, Sault Ste. Marie, 39 years
Rose Ward, Transportation Services, Passenger Transportation, UPTRAN, Lansing, 31 years
Pauline Washington, Detroit Garage, Detroit TSC, Metro Region, 24 years
Johnny Watkins, Construction, Macomb TSC, Metro Region, 28 years
Gerald Weber, Testing, Cass City TSC, Bay Region, 33 years
Sherry Wehrle, Construction, C&T, Lansing, 30 years
Marilyn Weisenberger, Administration, Financial Operations Division, Lansing, 29 years
Thomas Weiss, Safety Evaluations & Analysis, Traffic & Safety, Lansing, 40 years
Alton Westover, Project Planning Environmental Analysis, Transportation Planning, Lansing, 29 years
Robert Wetherbee, Mt. Pleasant Garage, Mt. Pleasant TSC, Bay Region, 23 years
Bob White, Bridge Repair, Maintenance, Lansing, 26 years
Karen White, Transportation Permits, Real Estate, Lansing, 33 years
Charles Whiteside, Agreements, Financial Services Division, Lansing, 22 years
Kenneth Wieland, Fennville Garage, Kalamazoo TSC, Southwest Region, 35 years
Dorothy Wilkins, Administration, Financial Operations Division, Lansing, 27 years
Gerald Willcutt, Program Administration, Passenger Transportation, UPTRAN, Lansing, 27 years
Linda Williams, Program Administration, Passenger Transportation, UPTRAN, Lansing, 32 years
James Wils, Specialty Crews, North Region, 36 years
Alvin Wilson, Construction, Detroit TSC, Metro Region, 30 years
David Wilson, Signals Design, Traffic & Safety, Lansing, 34 years
Eugene Wingo, Niles Garage, Coloma TSC, Southwest Region, 25 years
Kent Wright, Technical & Regulatory Assistance, Passenger Transportation, UPTRAN, Lansing, 16 years
Dolores Ytreiede, Acquisition, Real Estate, Lansing, 27 years
Ronald Zaskowski, Support Services, Financial Operations Division, DIT, Lansing, 31 years
Thomas Ziegler, Bituminous Construction, C&T, Lansing, 35 years 🐼



MDOT family tree

We’re pleased to bring you this *MDOT Today* column which includes news about changes in the MDOT family tree: new hires, appointments, promotions, retirements, and, sadly, deaths. See page 12 for a separate list of our fall retirees. This information is supplied by the Office of Human Resources for June, July, August and September 2002. If you wish to include news about births or adoptions in your family, please contact the *MDOT Today* staff or send any information via GroupWise to MDOTToday@michigan.gov.

New Hires

Julie Baldwin, youth corp, Maintenance, Highway Technical Services, Lansing
Edward Cashman, construction aide 7, C&T, Highway Technical Services, Lansing
John Ciesielski, construction aide, C&T, Highway Technical Services, Lansing
Le’ Donta Curry, youth corp, Governmental Affairs, Lansing
Randy Debler, graphic arts designer 11, Technological Services, Lansing
Brian Duffney, construction technician 8, Davison TSC, Bay Region
Maria Dyzak, transportation engineer 11, C&T, Southwest Region
Michael Eastman, drafting technician 11, Grand Rapids TSC, Grand Region
Amanda Eversole, accountant, Projects & Receipts, Financial Operations, Lansing
Carrie Goodrich, transportation engineer 9, Development, Kalamazoo TSC, Southwest Region
Michael Grinwis, department analyst 9, A&E, Administrative Services, Highway Operations
David Ingalls, laborer 5, Maintenance, Superior Region
Jean Ingersoll, department analyst 9, Contract Services, Finance & Administration
Corey Isola, construction technician 8, Grand Rapids TSC, Grand Region
Sarah Jagger, construction aide 7, Design, Highway Technical Services
Gary Joe, transportation maintenance worker 6, Maintenance, Metro Region
Kailyn Jones, state worker 4, Data Collection, Asset Management, Lansing
Jennifer Keene, state worker 4, Data Collection, Asset Management, Lansing
David Kent, licensed transportation engineer specialist 13, Design, Lansing
Amy Kramp, personnel management assistant 7, Human Resources, Lansing
Tom Krause, state worker 4, Mackinac Bridge
Nick Lea, youth corp, Maintenance, Bay Region
Teresa Leff, construction aide, C&T, Lansing
Bryan Lund, youth corp, Maintenance, North Region
Andrea McBurney, procurement technician 9, A&E, Administrative Services, Highway Operations
Steven Nowakowski, railroad safety inspector 10, Freight Services & Safety, UPTRAN
Amit Patel, construction aide co-op, Construction, C&T, Dimondale
Peter Petainen, account manager 12, International Bridge

Gabriel Phelps, drafting technician 8, Design, Grayling TSC, North Region
Dolores Proctor, secretary 8, Transportation Systems, Detroit
Diane Przeslawski, work processing assistant, Alpena TSC, North Region
Ashok Punjabi, transportation engineer 12, Hydraulics, Design, Highway Technical Services
Todd Quiring, accountant 10, Reports & Analysis, Lansing
Michelle Rathbun, personnel management assistant 8, OHR
Meghann Rausher, co-op, project planning, Planning, Lansing
Michael Roberts, transportation engineer 9, Howard City TSC, Grand Region
Joseph Roadea, construction aide, C&T, Highway Technical Services
Dewayne Rogers, construction technician 8, Construction, Bay City TSC, Bay Region
Sarah Rozema, transportation engineer 9, Jackson TSC, University Region
Susan Rozema, transportation engineer 9, Maintenance, Southwest Region
Alfonso Salas, state worker 4, Data Collection, Asset Management, Lansing
Raymond Sancho, heavy equipment operator 9, A&E, Highway Operations
Mohammed Sani, construction technician 8, Detroit TSC, Metro Region
Carrie Sayles, calculations assistant, Mackinac Bridge
Richard Schmaltz, construction technician 8, Grand Rapids TSC, Grand Region
Kathleen Smith, transportation engineer 9, Oakland TSC, Metro Region
Michelle Snell-Evans, secretary 7, Administration, Metro Region
Marlon Spinks, transportation engineer 9, Grand Rapids TSC, Grand Region
Chris Swenski, transportation engineer 9, Muskegon TSC, Grand Region
Clifford Sword, heavy equipment mechanic 9, Maintenance, Detroit TSC, Metro Region
Seema Taneja, department analyst 9, Real Estate, Highway Technical Services
Sergio Trevino, state worker 4, Data Collection, Asset Management, Lansing
Kevin Vanderwilp, engineering technician 8, Grand Rapids TSC, Grand Region
Jordan Vanliere, construction aide, Superior Region
Becki Vincent, drafting technician 8, Real Estate, Southwest Region
William Wahl, transportation engineer 9, Design, Lansing
Cynthia Warzecha, transportation planner 11, Environmental, Project Planner, Lansing

Jeffrey Weiler, transportation engineer, Grand Rapids TSC, Grand Region
Bryan Wheeler, youth corp, Maintenance, Highway Technical Services, Lansing
Todd White, personnel management analyst 9, Labor Relations, OHR, Lansing
Kimberly Wood, personnel management analyst 11, Personnel Services, OHR, Lansing
Sarah Zeekyk, drafting technician 9, Kalamazoo TSC, Southwest Region

Promotions

Alan Anderson, licensed engineer manager 14, Delivery, Superior Region
Brian Atkinson, licensed engineer manager 14, Cadillac TSC, North Region
Geralyn Ayers, planning manager 14, Project Planning/Environmental, Planning
Margaret Barondess, planning manager 15, Project Planning/Environmental, Planning
Douglas Bent, transportation maintenance worker 9, Jones Garage, Southwest Region
Mike Betts, transportation maintenance worker 9, Charlotte Garage, University Region
David Bourdow, construction technician 12, Construction, Bay City TSC, Bay Region
Mark Bouvy, department specialist 14, Administration Services
James Brosamer, construction technician 12, Construction, Tecumseh, University Region
Frank Ceane, construction technician 12, North Region
Robert Ciupka, transportation maintenance worker 9, Maintenance, North Region
Denise Curl, executive secretary 10, Executive, Highway Operations, Lansing
Nancy Cygan, construction technician 11, Construction, Tecumseh, University Region
Matthew DeLong, division administrator 17, Real Estate, Highway Technical Services
Linda Donawa, departmental analyst 12, Office of Equal Opportunity

Terry Epps, transportation maintenance worker 9, Marshall Garage, Southwest Region
Larry Felsing, licensed engineer manager 16, Road Design, Highway Technical Services
Hazel Freeman, transportation maintenance worker 6, Detroit TSC, Metro Region
Myron Frierson, senior manager executive 19, Executive, Finance & Administration
Pat Gnotek, property analyst 9, Real Estate, Bay Region
Adam Gunn, drafting technician 12, Design, Highway Technical Services
Mark Harrison, licensed engineer manager 14, Local Programs, Design, Lansing

Albert Hess, transportation maintenance worker 9, Atlanta TSC, North Region

Michael Hickey, construction technician 11, Grand Rapids TSC, Grand Region

James Hiske, transportation maintenance worker 9, North Region

Edwin Hubbard, bridge worker 8, International Bridge

Debra Huntley, department specialist 14, Administration, Statewide Planning, Planning

Mark Jordan, property manager 15, Real Estate, Lansing

Tim Judge, department administrator 15, Muskegon TSC, Grand Region

David Juntunen, licensed engineer manager 15, C&T, Highway Technical Services

Dana Kraynak, senior executive management assistant 11, Executive, Metro Region

Tracy Latchaw, department technician 7, Performance Excellence, Lansing

Christopher Lee, transportation maintenance worker 9, Sawyer Garage, Southwest Region

Doug Lobert, construction technician 8, Bay City TSC, Bay Region

Doug Lynch, transportation maintenance workers 9, Brighton TSC, University Region

Patrick McCarthy, accountant 12, Reports & Analysis, Finance & Administration

Lisa Medina, property analyst 9, Real Estate, Bay Region

Michael Metiva, transportation maintenance supervisor 13, Delivery, Bay Region

Leighann Mikesell, licensed engineer manager 14, Kalamazoo TSC, Southwest Region

Doug Miller, transportation maintenance worker 9, Special Crews Jackson TSC, University Region

Steve Minton, licensed engineer manager 14, Delivery, Port Huron TSC, Metro Region

Constance Morrison, transportation planner manager 14, Intermodal, Planning

Melissa Mueller, general office assistant 5, Howard City TSC, Grand Region

Martin Musser, construction technician 12, Cadillac TSC, North Region

Richard Myers, transportation maintenance worker 9, Cadillac Special Crews, North Region

James Neill, construction technician 12, Construction, University Region

Craig Newell, transportation planning manager 15, Statewide Systems Management, Planning

Robert O'Dell, construction technician 11, Brighton TSC, University Region

Darwin Packer, transportation maintenance worker 9, Cadillac Special Crews, North Region

Steve Palmer, deputy division administrator 15, Delivery, Bay Region

Dean Papanek-Broyles, construction technician 11, Lansing TSC, University Region

Demetrius Parker, deputy administrator 15, Jackson TSC, University Region

Robert Parsons, communications specialist 13, Project Planning/Environmental, Planning

Curtis Perkins, transportation maintenance supervisor 12, Kalamazoo TSC, Southwest Region

Gregory Perry, transportation engineer 12, Marshall TSC, Southwest Region

Eileen Phifer, deputy division administrator 15, Executive

Andrew Philp, property manager 14, Real Estate, Bay Region

Paul Potts, construction technician 11, Construction, University Region

Matthew Pratt, transportation maintenance worker 9, Brighton TSC, University Region

Leonard Precord, transportation maintenance worker 9, Mio Garage, North Region

Jeff Reid, division administrator 15, Administration, University Region

Terri Reid, transportation maintenance supervisor 13, Escanaba TSC, Superior Region

Timothy Richards, construction technician 12, Paw Paw construction field office, Southwest Region

Christopher Rosselit, transportation maintenance worker 9, Niles Garage, Southwest Region

Roger Safford, senior policy executive 18, Executive, Grand Region

Dale Sauvola, transportation maintenance coordinator 12, Superior Region

David Schade, transportation planning manager 15, Statewide/Urban, Planning

Kevin Schaedig, licensed engineer manager 14, Alpena TSC, North Region

Elizabeth Searle, secretary 8, Development, Grand Region

Amber Simon, department analyst 9, Economic Development & Enhancement, Executive

Kathrine Simons, transportation maintenance worker 8, Williamston Garage, University Region

Tina Smith, department technician 7, Utility & Permits, Real Estate, Highway Technical Services

Malgorzata Solarz, transportation engineer 12, Design, Highway Technical Services

Walid Souaid, transportation engineer 12, Macomb TSC, Metro Region

Paul South, deputy administrator 15, Coloma TSC, Southwest Region

Terry Stineback, transportation maintenance worker 9, Niles Garage, Southwest Region

Michael Streeter, transportation maintenance worker 9, Plainwell Garage, Southwest Region

Terry Stroh, Bridge safety supervisor 9, Blue Water Bridge

Robert Sweeney, division administrator 17, Mackinac Bridge

Gilbert Tate, transportation maintenance worker 9, Hastings Garage, Southwest Region

Mark Vanportfleet, division administrator 17, Design, Lansing

Dave Vorce, transportation maintenance supervisor 12, Maintenance, University Region

Richard Wanamaker, transportation maintenance worker 9, Plainwell Garage, Southwest Region

Gregory Warren, transportation maintenance worker 9, Maintenance, Superior Region

Wardell Watson, human resources manager 14, Compensation & Benefits, Office of Human Resources, Lansing

Paige Williams, licensed engineer manager 14, Maintenance, Metro Region

David Wresinski, division administrator 17, Project Planning, Planning

Lawrence Young, division administrator 15, Port Huron TSC, Metro Region

Andrew Zeigler, transportation planning manager 15, Administration, Metro Region

Lyndon Zuiderveen, transportation maintenance worker 9, Marion garage, North Region

Births/Adoptions

Deirdre Thompson, Lansing Project Development, and husband Will Thompson, Jackson TSC resident engineer, are the proud parents of Ian Michael, born June 7. He joins his big brother, Bryce, 2.

Lisa Tomsich, Bay Region project development, and her husband, Mike, are happy to announce the arrival of Jacob David on July 11. He joins his older brother, Joshua, and sister, Lauren.

Sue Srackangast, Southwest Region financial analyst, is the proud adoptive parent of Zoe who was 21 months old in October. Zoe is from Guangdong Province, China. Zoe has been in an orphanage since she was abandoned at just two days old.

Dewayne Rogers, Bay City TSC construction technician, and his wife, Sarah, are enjoying their first baby, Drew Austin, born Aug. 7.

Gregory Meinburg, Bay Region survey technician, and his wife, Wendy, are the proud parents of Gatlin Reese, born Aug. 16. He joins his older brother, Hunter, and sister, Allysa.

Brian Ulman, Bay City TSC engineer, and his wife, Kimberly, are the proud parents of Clair Suzanne, born Aug. 17. She has a big sis, Danielle.

Jeannie Poole, Traffic and Safety, is the proud adoptive parent of two daughters, Cindy Louise and Annie Rose Poole, who were both her foster daughters. They join the twins, Annette and Lannette, who were adopted in April.

Michael Eacker, C&T pavement rehabilitation engineer, and his wife, Jennifer, are happy to announce the birth of their first child, Paige Elizabeth, born Aug. 24.

Michelle Myers, Executive, and her husband, Curt, are the proud parents of Andrea, born Sept. 28. Andrea has a big sister, Rachel.

Joetta Parker, EEO officer, OHR, and her husband, Demetrius Parker, Jackson TSC manager, are happy to announce the birth of their twins, daughter Jasmine Danielle and son Jordan Damien, born Sept. 30. Jasmine and Jordan have a big brother, Jaylen.

Rhonda Carswell, Office of Equal Opportunity, and her husband, Deveric, are the proud parents of Jaeveyn, born Nov. 13. He is welcomed by his two big brothers Jourdyn, and Jaedyn.

Ontario eight-year-old colors her way to first place in International Bridge contest

Sarah St. Pierre, 8, from Sault Ste. Marie, Ontario, Canada, is the first winner in the International Bridge Kids Club Coloring Contest. Her entry was chosen from dozens received by the International Bridge Administration. For her efforts, Sarah received a framed picture of the International Bridge, an award certificate, a letter from the general manager and a T-shirt with the IBA logo on it. All monthly winners will be in the grand prize drawing scheduled for January, 2003. "The communities have responded to this contest with unbelievable interest," said Phil Becker, IBA general manager. "Kids are able to have some fun with us while learning interesting facts about the International Bridge."



COURTESY OF IBA

Sarah St. Pierre, 8, of Sault Ste. Marie, Ontario, is the first winner of the International Bridge Kids Club Coloring Contest.

MDOT and the West Michigan Whitecaps team up to make Beltline Barrel Bash a grand slam

MDOT invited motorists to stop and take out their frustrations on summertime construction barrels, following the completion of the 28th Street/East Beltline Avenue intersection in Grand Rapids in August. The barrel offering drew the curious and the brave. West Michigan Whitecap players, including their top home-run hitter Juan Tejeda, were on hand to offer the first swings, sign autographs and meet area fans. All frustrated motorists, business owners, and baseball fans were invited to stop by and release their tension on the hapless barrels.



Grand Region's Beltline Barrel Bash encouraged motorists to take out their frustrations on hapless construction barrels.

WORTH repeating

“Every survival kit should include a sense of humor.”

— Anonymous

MDOTers chill out on Tropical Day

The successful Lansing event, which was held in August and attracted approximately 240 employees, included a potluck, pig roast, and hula-hoop and limbo contests.



Above: Organizers for the second MDOT tropical event included: (left to right) Jeanne Day-La Bo (OEO); Jim Easterling (Mail Operations); Connie Durham (Technological Services); Rickie Middlebrook (Mail Operations); Emily Pellegrino (OEO); Ben Popoff (Mail Operations); and Jodie Moore (Communications). Not pictured are: Keshia Carmack (Technological Services); Ebony Alexander (Telephone Services); and Tammy Jo Sopocy (Office Services).

COURTESY OF CEDRIC DARGIN



Left: Metro Region was chilling out on Tropical Day, too. All decked out in tropical garb are Detroit TSC and Maintenance employees: (front row, left to right) Pauline Washington, Rebeca Ramos, Deborah Jiles, Anna Covington; (middle row) Sharleta Paris, Lora Faraon, Veena Jasuja; (back row) Hazel Freeman, Marilyn Caldwell, Emina Jakupovic, and Georgina McDonald.



Doug Novak

Statewide Elections Will Bring New Players, Initiatives to Legislative Arena

“Storms make oaks take deeper root.”
— George Herbert

The past two years have proven to be both positive and productive for MDOT with the accomplishment of many legislative initiatives.

Chief among these is the recent passage of our FY03 transportation

budget. However, as this legislative session approaches its final days, we continue to work diligently with legislative leadership for swift action on a diesel package, the airport safety and security measure, and the Detroit Area Regional Transportation Authority.

The statewide elections will bring not only many new players and agendas to the state legislative arena, but we'll also see new faces in the offices of governor, secretary of state, and attorney general. Any potential impact from ballot proposals remains to be seen.

When the lame-duck legislature returns for a brief stint between the November election and the end of the year, anything can happen on their legislative agenda – especially since the current state legislative body will change significantly for the next two-year session due to term limits and redistricting. 🐼

Doug Novak has taken a new position as region administrator in the University Region. A new legislative administrator in the Office of Governmental Affairs will be named after Jan. 1. Congratulations, Doug.

MDOT Gets Ready To Roll on Federal Policy Work

“The best defense is a good offense... or the best offense is a good defense.”
— depends on who you ask!



Debbie Marshall

Transportation D-Day – Sept. 30, 2003. On that day, all of the major federal programs and funding will expire. The Transportation Equity Act for the 21ST Century, better known as TEA-21, includes all federal highway and transit money. The Aviation Investment Act for the 21ST Century, better known as AIR-21, funds our airport needs. In addition, all legislation related to rail, including Amtrak, will have expired by Sept. 30, 2003. We are not directly affected by rail bills, but we will have to deal with that, too. It is time for MDOT to get ready to roll on federal policy work!

Will Congress get all these bills done on time?

Ha! Not a chance! Of course, Congress will make a valiant effort so it will be a busy year for us legislatively. We also need to prepare for the possibility of not having legislation in place, which could mean delays in funding, extension bills that only give short-term parameters, and problems with the U.S. DOT because they do not have policy guidance from Congress.

How do we prepare for this?

There are already efforts underway on a number of fronts. MDOT is part of a coalition of donor states (states that don't get all the money back that they send to Washington) to try

to improve our highway funding level. We at least don't want to lose any ground on the increases we got last time around. We also have been working on a transit proposal that might guarantee more funds to Michigan since we are a donor state in that area, too. Fortunately, the aviation work that we need to do centers around policy changes rather than funding inequity, but it will keep us busy. On rail issues, we will fight with Amtrak over how they handle the line that runs through Michigan, as well as deal with policy issues for long-term rail goals.

What about our elected officials?

Of course, our congressional delegation and the new governor will play important roles as federal legislation moves forward. While some of the delegation has been through these issues before, they and their staff (which is all new since the last round) will need to be educated about current issues and any proposals we develop. In addition, the new governor and staff will need to be educated and encouraged to push Congress to address any concerns that we have. It is important that MDOT presents itself as a cohesive team with clear goals and that we respond fairly and openly to questions from our elected officials because ultimately they will make decisions for us as federal legislation moves forward. 🐼

This is Debbie Marshall's final column to MDOT employees. She recently accepted the position of legislative director for U.S. Rep. Fred Upton. Good luck, Debbie!



Roberta Tisdale

OHR Year in Review

The Office of Human Resources is allowed 31 positions. And, like most MDOT offices, OHR has experienced its share of

turnover. During the past year, our staff has had a 19-percent turnover due to retirements and people gaining promotions within MDOT or other state departments. In spite of these challenges, we remain committed to serving the people of MDOT and have accomplished much in the past year.

86,000 paychecks. More than 2,000 MDOT employees have obtained passwords to utilize HRMN Self-Service features.

Our Disability Management Unit (four people) managed more than 60 open workers compensation claims, and managed more than 400 accident and injury reports. They have an average case load of 40 leaves of absence to manage.

Our receptionist assisted an estimated 22,000 people who called and 6,400 people who visited our office.

Our Labor Relations Unit (four people) managed approximately 50 grievances and 14 lawsuits. They provided consultation on 400 other issues that did

Self-Service. We've established program measurements and reporting. We've held three, 3 day supervisor training sessions. We've provided mandatory discriminatory harassment and workplace safety training. And we've held a 1½ day skill-building conference for personnel liaisons.

We've been very busy helping to keep the engines of MDOT running. It's important to us that you let us know how we are doing when you use our services. Whenever using our services or working with one of the OHR staff member, please take two minutes to complete a "HOW IS OHR DOING?" form. And you can help us help you by taking advantage of the online services through HRMN Self-Service.

OHR Objectives

Provide excellent HR programs and services

Improve communications

Improve OHR's management information

Facilitate learning for personnel liaisons and supervisors

What's Next?

MDOT's new executive leaders are now in place and we've made great headway in filling our early-out replacements. Certainly, we must manage

our human resources as carefully as our financial resources – both of which are being constrained by the overall economic condition of the state. And it is certain that every new administration impacts an organization. But, with dedicated leaders and front-line people who deliver MDOT's services, we'll continue to be Best in Class when serving MDOT employees. 🐼

not result in grievances. They issued and processed 1,667 conflict of interest and disclosure of interest notices. And they processed approximately \$200,000 in unemployment payments.

An OHR team meets with regions and bureaus on a quarterly basis to provide updates. We launched a New Employee Orientation program. We've implemented HRMN and HRMN

Our Compensation and Benefits Unit (six people), processed approximately 50,000 transactions and more than

Roberta Tisdale is the Office of Human Resources administrator. To reach her, call 517-373-1680 or e-mail tisdaler@michigan.gov • Visit the OHR site on the Interchange www.mdot.state.mi.us/ohr/index.cfm

Woodward Avenue Update:

A road to the heart and soul of America

Here's an update: In the summer issue of MDOT Today, we offered a brief look at M-1's Woodward (Avenue) national designation as one of 99 American Byways – the only urban route chosen in the nation. There's a lot more to the story and we'd like to tell you about it in the winter edition of MDOT Today.

With the Byways designation, the 27-mile Woodward Avenue Heritage Route leaps onto the national scene and showcases MDOT's commitment to blending transporta-

tion and land use issues along Heritage Route transportation corridors. Congratulations to Pete Hanses, Heritage Route Program manager; Paul McAllister, Planning; Ernie Savas, Metro Region Engineer; and Jeff Edwards, Metro Region Planning, as key staff who worked on the designation. Others who contributed their expertise include: Mike Eustice, Oakland TSC; Margaret Barondess, Planning; and Jose Lopez, Planning.

Stay tuned for the rest of the story about Woodward and the Heritage Route program this winter in *MDOT Today*. 🐼



continued from front cover

Please stay alert out there, folks. If you're a motorist, slow down and pay attention. If you're a worker, pay attention and follow all the safety rules. Your life depends on it.

For more information, go to the MDOT Web site at www.michigan.gov/mdot. Select "Roads & Travel," then "Safety." 🚚



Construction vehicles from all over Michigan rolled into town for the Caravan to the Capitol on October 1.

Goodbye! Sigh.

Many of MDOT's fall early-outers gathered outside the Van Wagoner Transportation Building in Lansing on their last day – Halloween – to unite in one big wave goodbye.



MDOT Today

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